

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Headquarters (and below)

For 4th Quarter 2018 for period ending September 30, 2018

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Number of Complaints Filed	83	74	90	95	69	68
Number of Complainants	83	74	90	84	64	64
Repeat Filers	0	0	0	6	5	3

  

Complaints Broken Down by Basis <sup>1</sup>	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Race	28	16	30	28	17	21
Color	13	10	17	12	10	10
Religion	1	0	6	3	5	1
Reprisal	48	44	54	58	43	34
Sex	39	30	39	37	28	33
PDA	0	0	1	0	0	0

<sup>1</sup> The Department notes that an EEO complaint may contain multiple bases (e.g., race, sex, etc.). As a result, the sum of the bases may exceed the number of EEO complaints for a given fiscal year.

National Origin	9	6	11	6	4	6
Equal Pay Act	1	2	1	0	1	2
Age	36	34	35	43	33	29
Disability	22	21	22	42	27	24
Genetics	1	1	1	0	1	2
Non-EEO	1	1	1	0	0	2
<b>Complaints Broken Down by Issue<sup>2</sup></b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Appointment/Hire	14	16	20	12	6	4
Assignment of Duties	21	18	14	21	9	16
Awards	3	1	3	1	3	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	2	1	0	1	0	0
Reprimand	8	6	7	4	5	8
Suspension	4	7	4	3	5	3
Removal	0	2	0	3	1	5
Other	0	0	5	3	5	0
Duty Hours	4	1	4	3	1	2
Perf. Eval./ Appraisal	23	14	21	15	13	13
Examination/Test	0	0	1	0	0	0

<sup>2</sup> The Department notes that an EEO complaint may contain multiple issues (e.g., performance evaluation, telework, etc.). As a result, the sum of the issues may exceed the number of EEO complaints for a given fiscal year.

<b>Harassment</b>						
Non-Sexual	26	25	40	30	34	25
Sexual	3	4	3	3	0	1
Medical Examination	3	2	0	0	0	0
Pay including overtime	5	2	3	0	1	2
Promotion/Non-Selection	14	8	12	9	8	14
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	7	5	7	7	4	6
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	2	0	4	1	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	1	2	0
Termination	5	8	2	6	9	3
Terms/Conditions of Employment	15	9	9	16	4	3
Time and Attendance	13	7	5	6	8	4
Training	7	4	3	3	3	3
<b>Other</b>						

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Complaints pending during fiscal year						
Average number of days in investigation	247.51	244.00	258.89	242.06	292.11	260.67
Average number of days in final action	115.75	74.75	75.43	113.00	135.91	242.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	260.44	250.21	263.53	220.40	302.67	237.86
Average number of days in final action	96.67	40.00	37.50	60.43	101.50	84.12
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	239.48	237.57	252.71	267.32	260.95	297.91
Average number of days in final action	173.00	109.50	90.60	145.88	190.00	379.50
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2018Thru09-30
	2013	2014	2015	2016	2017	
Total Complaints Dismissed by Agency	2	7	14	11	7	3
Average days pending prior to dismissal	194.5	378.57	373.29	316	105.43	88
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	7	11	5	8	3	6

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data								2018Thru09-30			
	2013	2014	2015	2016	2017							
	#		#		#		#		#			
Total Number Findings	0		1		1		3		0		0	
Without Hearing	0		0		1		0		0		0	
With Hearing	0		1		0		3		0		0	
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data								2018Thru09-30			
	2013	2014	2015	2016	2017							
	#		#		#		#		#			
Total Number Findings <sup>3</sup>	1		0		1		3		0		0	
Race	0		0		0		1		0		0	
Color	0		0		0		1		0		0	
Religion	0		0		0		0		0		0	
Reprisal	1		0		0		2		0		0	
Sex	1		0		0		1		0		0	
PDA	0		0		0		0		0		0	
National Origin	0		0		0		0		0		0	
Equal Pay Act	0		0		0		0		0		0	
Age	0		0		0		0		0		0	
Disability	0		0		1		0		0		0	
Genetics	0		0		0		0		0		0	
Non-EEO	0		0		0		0		0		0	

<sup>3</sup> The number of findings relates to the number of EEO complaints where a finding of discrimination has been made. Please note, however, that an EEO complaint may contain multiple bases (e.g., race, sex, etc.). As a result, the sum of the bases may exceed the number of findings for a given fiscal year.

<b>Findings After Hearing<sup>4</sup></b>	0	0	0	3	0	0			
Race	0	0	0	1	0	0			
Color	0	0	0	1	0	0			
Religion	0	0	0	0	0	0			
Reprisal	0	0	0	2	0	0			
Sex	0	0	0	1	0	0			
PDA	0	0	0	0	0	0			
National Origin	0	0	0	0	0	0			
Equal Pay Act	0	0	0	0	0	0			
Age	0	0	0	0	0	0			
Disability	0	0	0	0	0	0			
Genetics	0	0	0	0	0	0			
Non-EEO	0	0	0	0	0	0			
<b>Findings Without Hearing<sup>5</sup></b>	1	0	1	0	0	0			
Race	0	0	0	0	0	0			
Color	0	0	0	0	0	0			
Religion	0	0	0	0	0	0			
Reprisal	1	0	0	0	0	0			
Sex	1	0	0	0	0	0			
PDA	0	0	0	0	0	0			
National Origin	0	0	0	0	0	0			
Equal Pay Act	0	0	0	0	0	0			
Age	0	0	0	0	0	0			

<sup>4</sup> See Footnote 3.

<sup>5</sup> See Footnote 3.

Disability	0	0	1	0	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
<b>Findings of Discrimination Rendered by Issue<sup>6</sup></b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2018Thru09-30</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>	<b>#</b>
<b>Total Number Findings</b>	1	0	1	3	0	0
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	0	0	2	0	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	1	0	0
Reprimand	0	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	1	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0

<sup>6</sup> The number of findings relates to the number of EEO complaints where a finding of discrimination has been made. Please note, however, that an EEO complaint may contain multiple issues (e.g., performance evaluation, telework, etc.). As a result, the sum of the issues may exceed the number of findings for a given fiscal year.

Harassment									
Non-Sexual	0	0	0	1	0	0			
Sexual	0	0	0	0	0	0			
Medical Examination	0	0	0	0	0	0			
Pay including overtime	0	0	0	0	0	0			
Promotion/Non-Selection	0	0	0	0	0	0			
Reassignment									
Denied	0	0	0	0	0	0			
Directed	0	0	0	0	0	0			
Reasonable Accommodation Disability	0	0	0	0	0	0			
Reinstatement	0	0	0	0	0	0			
Religious Accommodation	0	0	0	0	0	0			
Retirement	0	0	0	0	0	0			
Sex-Stereotyping	0	0	0	0	0	0			
Telework	0	0	0	0	0	0			
Termination	0	0	0	0	0	0			
Terms/Conditions of Employment	0	0	1	0	0	0			
Time and Attendance	0	0	0	0	0	0			
Training	0	0	0	0	0	0			
Other - User Define									
<b>Findings After Hearing<sup>7</sup></b>	0	0	0	3	0	0			
Appointment/Hire	0	0	0	0	0	0			
Assignment of Duties	0	0	0	2	0	0			

<sup>7</sup> See Footnote 6.



Awards	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0
Disciplinary Action							
Demotion	0	0	0	1	0	0	0
Reprimand	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0
Harassment							
Non-Sexual	0	0	0	1	0	0	0
Sexual	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0
Reassignment							
Denied	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0

Telework	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0
Other - User Define							
<b>Findings Without Hearing<sup>8</sup></b>	1	0	1	0	0	0	0
Appointment/Hire	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0
Disciplinary Action							
Demotion	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Duty Hours	1	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0
Harassment							
Non-Sexual	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0

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<sup>8</sup> See Footnote 6.



<b>Number complaints pending</b>						
Investigation	5	12	7	8	4	3
ROI issued, pending Complainant's action	0	1	0	0	1	0
Hearing	26	38	49	59	85	66
Final Agency Action	4	4	4	11	4	19
Appeal with EEOC Office of Federal Operations	4	159	55	69	34	30
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>20178Thru09-30</b>
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	17	24	20	26	8	11